

Webster City

Webster City Assn. of Prof. FF

7/1/2005 6/30/2008

RESOLUTION NO. 2005 - 17APPROVING FIRE DEPARTMENT WORK AGREEMENT FOR  
2005-2008 AND APPROVING THE EXECUTION OF SAME BY THE CITY MANAGER.

WHEREAS, after Collective Bargaining procedures, the City of Webster City and the Iowa Association of Professional Fire Fighters Local #1940 have agreed the existing work agreement shall apply for the fiscal year July 1, 2005– June 30, 2008, including the following amendments:

WAGES

July 1, 2005 – 2% across-the-board

January 1, 2006 – 2% across-the-board

July 1, 2006 – 3% across-the-board

July 1, 2007 – 3% across-the-board

Benefits

Employees may elect to participate in a flexible spending account for reimbursement of authorized medical expenses and/or a dependent care account for reimbursement of child care expenses.

The City's monthly contribution for Group Health, Dental, Vision and \$20,000 Term Life Insurance for each full-time employee will be as follows:

<u>Plan Name</u>	<u>City % Single</u>	<u>Emp. % Single</u>	<u>City % Fam.</u>	<u>Emp. % Fam.</u>
Open Access	100%	0%	87%	13%
Open Choice	88%	12%	76%	24%

As part of the cafeteria plan, employees may purchase any of the following benefits at their own expense:

- Deferred Compensation
- Disability Insurance
- Cancer Insurance
- Long Term Care Insurance
- Dependent Life

Compensation

Employee who during the established work cycle actually works all regularly scheduled shifts in a 7 day time period (beginning at 12:01 a.m. on Sunday and ending at 12:00 p.m. on the following Saturday) shall receive an additional 3 hours of straight time pay for that week

All other previous work agreements not affected by this agreement will remain in effect.

NOW THEREFORE BE IT RESOLVED by the City Council of the City of Webster City, Iowa that the work agreement for the Iowa Association of Professional Fire Fighters Local #1940 for the 2005 - 2008 fiscal years is hereby approved and the execution by the City Manager is hereby approved.

Passed and adopted this 7<sup>th</sup> day of February, 2005.

  
Eugene C. Gray, Mayor

ATTEST:

  
Patricia Sue Nokes, City Clerk

**RESOLUTION NO. 2004 - 34**

**APPROVING FIRE DEPARTMENT WORK AGREEMENT  
FOR 2004-2005 AND APPROVING THE EXECUTION OF SAME BY  
THE CITY MANAGER.**

WHEREAS, after Collective Bargaining procedures, the City of Webster City and the Iowa Association of Professional Fire Fighters Local #1940 have agreed the existing work agreement shall apply for the fiscal year July 1, 2004– June 30, 2005, including the following amendments:

Wages

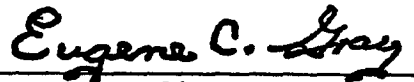
Each employee shall receive on July 1, 2004 an increase of 2% in their base wage.

Benefits

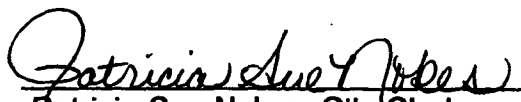
Any employee upon severance of employment after ten years shall receive 25% cash payment for accumulated sick leave up to 30 days.

NOW THEREFORE BE IT RESOLVED by the City Council of the City of Webster City, Iowa that the work agreement for the Iowa Association of Professional Fire Fighters Local #1940 for the 2004 – 2005 fiscal year is hereby approved and the execution by the City Manager is hereby approved.

Passed and adopted this 1<sup>st</sup> day of March, 2004.

  
\_\_\_\_\_  
Mayor

ATTEST:

  
\_\_\_\_\_  
Patricia Sue Nokes, City Clerk

**RESOLUTION NO. 2003- 28**

**APPROVING FIRE DEPARTMENT WORK AGREEMENT  
FOR 2003-2004 AND APPROVING THE EXECUTION OF SAME BY  
THE CITY MANAGER.**

WHEREAS, after Collective Bargaining procedures, the City of Webster City and the Iowa Association of Professional Fire Fighters Local #1940 have agreed the existing work agreement shall apply for the fiscal year July 1, 2003– June 30, 2004, including the following amendments:

Wages

Each employee shall receive on July 1, 2003 an increase of 2% in their base wage.

Each employee shall receive on January 1, 2004 an increase of 2% in their base wage.

Vacation

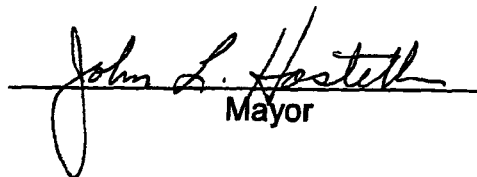
1-5 years - 6 working shifts  
6-9 years - 7 working shifts  
10-14 years - 9 working shifts  
15-17 years - 11 working shifts  
17 + years - 12 working shifts

Sick Leave

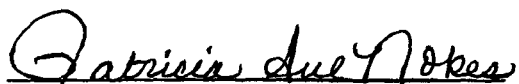
Current Local #1940 members accrue 11.2 hours per month to maximum 1200 hours  
New hires after July 1, 2003 accrue 8 hours per month to maximum 1200 hours.

NOW THEREFORE BE IT RESOLVED by the City Council of the City of Webster City, Iowa that the work agreement for the Iowa Association of Professional Fire Fighters Local #1940 for the 2003 – 2004 fiscal year is hereby approved and the execution by the City Manager is hereby approved.

Passed and adopted this 17<sup>th</sup> day of February, 2003.

  
Mayor

ATTEST:

  
Patricia Sue Nokes, City Clerk

**RESOLUTION NO. 2002- 23**

**APPROVING FIRE DEPARTMENT WORK AGREEMENT  
FOR 2002-2003 AND APPROVING THE EXECUTION OF SAME BY  
THE CITY MANAGER.**


WHEREAS, after Collective Bargaining procedures, the City of Webster City and the Iowa Association of Professional Fire Fighters Local #1940 have agreed the existing work agreement shall apply for the fiscal year July 1, 2002– June 30, 2003, including the following amendment:

Wages

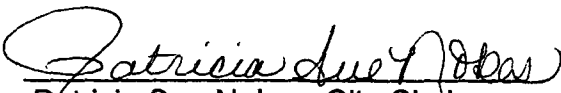
Wages July 1, 2002– June 30, 2003 – 3 1/2% across-the-board increase.

NOW THEREFORE BE IT RESOLVED by the City Council of the City of Webster City, Iowa that the work agreement for the Iowa Association of Professional Fire Fighters Local #1940 for the 2002 – 2003 fiscal year is hereby approved and the execution by the City Manager is hereby approved.

Passed and adopted this 4th day of February, 2002.

  
\_\_\_\_\_  
Mayor

ATTEST:

  
\_\_\_\_\_  
Patricia Sue Nokes, City Clerk

RESOLUTION NO. 2000- 31

**APPROVING FIRE DEPARTMENT WORK AGREEMENT  
FOR 2000-2003 AND APPROVING THE EXECUTION OF SAME BY  
THE CITY MANAGER.**

WHEREAS, after Collective Bargaining procedures, the City of Webster City and the Iowa Association of Professional Fire Fighters Local #1940 have agreed the existing work agreement shall apply for the fiscal years July 1, 2000 – June 30, 2001, July 1, 2001 – June 30, 2002, and July 1, 2002 – June 30, 2003, including the following memorandum of understandings:

Wages

Each employee shall receive on July 1, 2000 – increase of 3% in their base wage.

Each employee shall receive on July 1, 2001 an increase of 3 ¼% in their base wage.

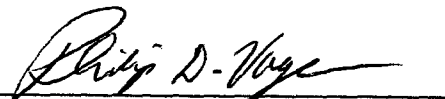
Wages July 1, 2002 – June 30, 2003 shall be open for negotiations.

Memorandum of Understandings

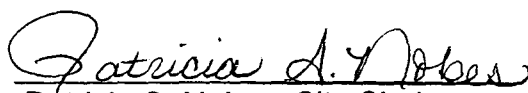
1. Discussion and possible development of a flexible paid leave plan.
2. The possible reorganization of step plan and criteria developed for the performance measures necessary to advance through the step plan.

NOW THEREFORE BE IT RESOLVED by the City Council of the City of Webster City, Iowa that the work agreement for the Iowa Association of Professional Fire Fighters Local #1940 for the 2000 – 2003 fiscal years is hereby approved and the execution by the City Manager is hereby approved.

Passed and adopted this 7<sup>th</sup> day of February, 2000.

  
Philip D. Voge, Mayor

ATTEST:

  
Patricia S. Nokes, City Clerk

**RESOLUTION NO. 99- 26**

**APPROVING FIRE DEPARTMENT WORK AGREEMENT  
FOR 1999-2000 AND APPROVING THE EXECUTION OF SAME BY  
THE CITY MANAGER.**

WHEREAS, after Collective Bargaining procedures, the City of Webster City and the Iowa Association of Professional Fire Fighters Local #1940 have agreed the existing work agreement shall apply for the fiscal year July 1, 1999 – June 30, 2000, including the following amendment:

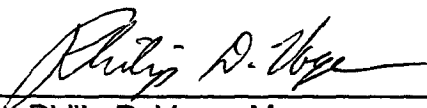
Wages

Wages July 1, 1999 – December 31, 1999 - 2% across-the-board increase.

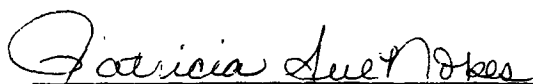
Wages January 1, 2000 – June 30, 2000 – 2% across-the board increase.

NOW THEREFORE BE IT RESOLVED by the City Council of the City of Webster City, Iowa that the work agreement for the Iowa Association of Professional Fire Fighters Local #1940 for the 1999 – 2000 fiscal year is hereby approved and the execution by the City Manager is hereby approved.

Passed and adopted this 1st day of February, 1999.

  
Philip D. Voge, Mayor

ATTEST:

  
Patricia Sue Nokes, City Clerk

Resolution 97 - 20

APPROVING FIRE DEPARTMENT WORK AGREEMENT FOR  
1997-2000 AND APPROVING THE EXECUTION OF  
SAME BY THE CITY MANAGER.

WHEREAS, after Collective Bargaining procedures, the City of Webster City and the Iowa Association of Professional Fire Fighters Local #1940 have executed a work agreement for the year 1997-1998, 1998-1999 and 1999-2000 including the following pay increase:

WAGES

Each employee shall receive on July 1, 1997 an increase of 3% in their base wage.

July 1, 1997 a Step 4 for Lieutenants will be added to the pay scale. The step will be \$.35 above Step 3. July 1, 1997 a one-time equalization of the difference between Step 3/4 and 4/5 of an addition of \$.04 for Firefighters.


Each employee shall receive on July 1, 1998 an increase of 3% in their base wage.

July 1, 1998 a Step 5 for Lieutenants will be added to the pay scale. The step will be \$.35 above Step 4.

July 1, 1999 - June 30, 2000 Work Agreement will only be open for the purposes of negotiating wages.

NOW THEREFORE BE IT RESOLVED by the City Council of the City of Webster City, Iowa that the Work Agreement for the Iowa Association of Professional Fire Fighters Local #1940 for the 1997-2000 fiscal year is hereby approved and the execution by the City Manager is hereby approved.

Passed and adopted this 3rd day of February, 1997.

  
\_\_\_\_\_  
Mayor

ATTEST:   
\_\_\_\_\_  
City Clerk



Resolution 96 - 15

APPROVING FIRE DEPARTMENT WORK AGREEMENT FOR  
1996-1997 AND APPROVING THE EXECUTION OF  
SAME BY THE CITY MANAGER.

WHEREAS, after Collective Bargaining procedures, the City of Webster City and the Iowa Association of Professional Fire Fighters Local #1940 have executed a work agreement for the year 1996-1997 including the following pay increase:

WAGES

Each employee shall receive on July 1, 1996 an increase of 3% in their base wage.

NOW THEREFORE BE IT RESOLVED by the City Council of the City of Webster City, Iowa that the Work Agreement for the Iowa Association of Professional Fire Fighters Local #1940 for the 1996-1997 fiscal year is hereby approved and the execution by the City Manager is hereby approved.

Passed and adopted this 15th day of January, 1996.

  
\_\_\_\_\_  
Mayor

ATTEST:

  
\_\_\_\_\_  
Gerald K. Kent-City Clerk

Resolution 95 - 8

APPROVING FIRE DEPARTMENT WORK AGREEMENT FOR  
1995-1996 AND APPROVING THE EXECUTION OF  
SAME BY THE CITY MANAGER.

WHEREAS, after Collective Bargaining procedures, the City of Webster City and the Iowa Association of Professional Fire Fighters Local #1940 have executed a work agreement for the year 1995-1996 including the following pay increase and safety issue:

SAFETY

City agrees to examine yearly the protective clothing of each bargaining unit member and to replace any such clothing that is not functional.

WAGES

Each employee shall receive on July 1, 1995 an increase of 2.5% in their base wage.

NOW THEREFORE BE IT RESOLVED by the City Council of the City of Webster City, Iowa that the Work Agreement for the Iowa Association of Professional Fire Fighters Local #1940 for the 1995-1996 fiscal year is hereby approved and the execution by the City Manager is hereby approved.

Passed and adopted this 2nd day of January, 1995.

ATTEST:

Gerald K. Kent  
Gerald K. Kent-City Clerk

Chad Dorman  
Mayor

Resolution 92 - 157

APPROVING FIRE DEPARTMENT WORK AGREEMENT FOR  
1993-1994 AND 1994-1995 APPROVING THE EXECUTION  
OF SAME BY THE CITY MANAGER.

WHEREAS, after Collective Bargaining procedures, the City of Webster City and the Iowa Association of Professional Fire Fighters Local #1940 have executed a work agreement for the years 1993-1994 and 1994-1995 including the following pay increase:

WAGES

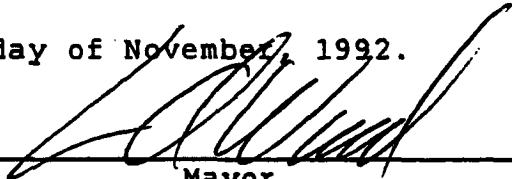
Each employee shall receive on July 1, 1993 an increase of 3% in their base wage.

Each employee shall receive on July 1, 1994 an increase of 3% in their base wage.

Fringe benefits remain the same.

NOW THEREFORE BE IT RESOLVED by the City Council of the City of Webster City, Iowa that the Work Agreement for the Iowa Association of Professional Fire Fighters Local #1940 for the 1993-1994 and 1994-1995 fiscal years is hereby approved and the execution by the City Manager is hereby approved.

Passed and adopted this 16th day of November, 1992.

  
\_\_\_\_\_  
Mayor

ATTEST:

  
\_\_\_\_\_  
Gerald K. Kent-City Clerk

Resolution 91 - 174

APPROVING FIRE DEPARTMENT WORK AGREEMENT FOR  
1992-1993 AND APPROVING THE EXECUTION OF  
SAME BY THE CITY MANAGER.

WHEREAS, after Collective Bargaining procedures, the City of Webster City and the Iowa Association of Professional Fire Fighters Local #1940 have executed a work agreement for the year 1992-1993 including the following pay increase and fringe benefit change:

SICK LEAVE

Sick leave shall accrue at one day per month up to 150 days.

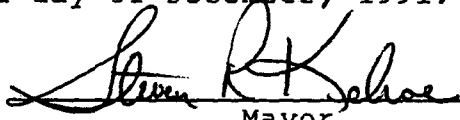
After ten years and upon resignation, a severance pay of twenty (20%) of unused sick leave, not to exceed 30 days, will be given.

WAGES

Each employee shall receive on July 1, 1992 an increase of 4% in their base wage.

NOW THEREFORE BE IT RESOLVED by the City Council of the City of Webster City, Iowa that the Work Agreement for the Iowa Association of Professional Fire Fighters Local #1940 for the 1992-1993 fiscal year is hereby approved and the execution by the City Manager is hereby approved.

Passed and adopted this 2nd day of December, 1991.

  
Mayor

ATTEST:

  
Gerald K. Kent-City Clerk

1988-1989 Agreement Between the City of

Webster City and the Iowa

Association of Professional Fire Fighters Local #1940


Subject to the approval of the membership of the Professional Fire Fighters Local #1940 and the City Council of Webster City, it is hereby tentatively agreed that the following wage and fringe benefit agreement shall apply for the 1988-1989 Fiscal Year, July 1, 1988 through June 30, 1989:

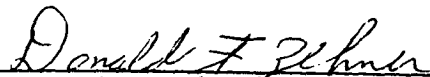
- 1) Unit members shall receive additional pay of four (4) hours, at normal overtime rate, starting a shift on the day before Christmas (December 24) and the day before New Year's (December 31).
- 2) The City will pay for Hepatitis B immunization shots. This immunization program consists of three (3) shots given over a six (6) month period. Each shot will cost approximately \$45.00. Total cost per member would be approximately \$135.00.
- 3) Unit members shall receive a 5% across-the-board wage increase.

It is also hereby tentatively agreed that the following wage agreement shall apply for the 1989-1990 Fiscal Year, July 1, 1989 through June 30, 1988:

- 1) Unit members shall receive a 5% across-the-board wage increase. All other monetary and fringe benefits remain unchanged.

Representatives:

  
City of Webster City

  
Iowa Association of Professional  
Fire Fighters Local #1940

  
City of Webster City

November 12, 1987  
Dated

Resolution 87 - 151

APPROVING FIRE DEPARTMENT WORK AGREEMENT FOR  
1988-1989 AND 1989-1990 AND APPROVING THE  
EXECUTION OF SAME BY THE CITY MANAGER.

WHEREAS, after Collective Bargaining procedures, the  
City of Webster City and the Iowa Association of  
Professional Fire Fighters Local #1940 have executed a work  
agreement for the year 1988-1989 including the following pay  
increase and fringe benefits changes:

Holiday pay: Union members shall receive  
additional pay of four (4) hours, at normal  
overtime rate, starting a shift on the day  
before Christmas (December 24) and the day before  
New Year's (December 31).

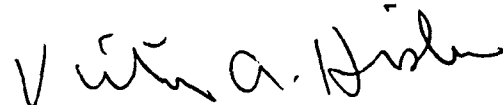
Hepatitis B Immunization Shot: The City will pay  
for Hepatitis B immunization shots. Total cost  
per member would be approximately \$135.00.

A base wage increase of 5% across-the-board for  
1988-1989 fiscal year.

A base wage increase of 5% across-the-board for  
1989-1990 fiscal year.

NOW THEREFORE BE IT RESOLVED by the City Council of the  
City of Webster City, Iowa that the Work Agreement for the  
Iowa Association of Professional Fire Fighters Local #1940  
for the 1988-1989 and 1989-1990 fiscal years is hereby  
approved and the execution by the City Manager is hereby  
approved.

Passed and adopted this 7th day of December, 1987.

  
\_\_\_\_\_  
Mayor

ATTEST:   
\_\_\_\_\_  
Gerald K. Kent-City Clerk

RESOLUTION NO. 85-203

APPROVING FIRE DEPARTMENT WORK AGREEMENTS FOR 1986-1987 AND  
1987-1988 AND APPROVING THE EXECUTION OF SAME BY THE CITY MANAGER

WHEREAS, after Collective Bargaining procedures, the City of Webster City and the Iowa Association of Professional Fire Fighters Local #1940 have executed a work agreement for the year 1986-1987 including the following pay increase and fringe benefits changes:

A base wage increase of 3.5% across the board for 1986-1987.  
A base wage increase of 4% across the board for 1987-1988  
with an opener clause to negotiate wages only if the Kansas  
City District CPI-U is 5% or above in the 1986-1987 contract  
year.

NOW THEREFORE BE IT RESOLVED by the City Council of the City of Webster City, Iowa that the Work Agreement for the Iowa Association of Professional Fire Fighters Local #1940 for the 1986-1987 and 1987-1988 fiscal years is hereby approved and the execution by the City Manager is hereby approved.

Passed and adopted this 18th day of November, 1985.

  
Butch Weber - Mayor

ATTEST:

  
Gerald K. Kent - City Clerk

1986-1987 Agreement Between the City of  
Webster City and the Iowa  
Association of Professional Fire Fighters Local #1940

Subject to the approval of the membership of the Professional Fire Fighters Local #1940 and the City Council of Webster City, it is hereby tentatively agreed that the following wage agreement shall apply for the 1986-1987 Fiscal Year, July 1, 1986 through June 30, 1987:

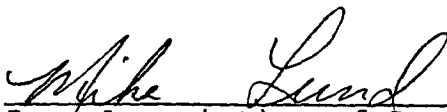
- 1) Unit members shall receive a 3.5% across-the-board wage increase. All other monetary and fringe benefits shall remain unchanged.

It is also hereby tentatively agreed that the following wage agreement shall apply for the 1987-1988 Fiscal Year, July 1, 1987 through June 30, 1988:

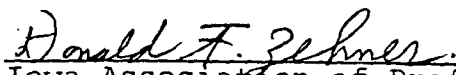
- 1) Unit members shall receive a 4% across-the-board wage increase. All other monetary and fringe benefits remain unchanged.
- 2) Wage only negotiations may be reopened should the cost of living (known as the Consumer Price Index All Urban Consumers, or CPI-U, for the Kansas City region) rise to 5% or above during the preceding 1986-1987 contract year.

Representatives:

  
\_\_\_\_\_  
City of Webster City

  
\_\_\_\_\_  
Iowa Association of Professional  
Fire Fighters Local #1940

  
\_\_\_\_\_  
City of Webster City

  
\_\_\_\_\_  
Iowa Association of Professional  
Fire Fighters Local #1940

11-13-85  
Date



RESOLUTION NO. 85- 156

APPROVING AMENDMENT TO FIRE DEPARTMENT  
WORK AGREEMENT FOR 1984-1985 AND APPROVING  
EXECUTION OF SAME BY THE CITY MANAGER.

WHEREAS, an agreement has been executed by the Iowa Association of Professional Fire Fighters Local #1940, to be effective September 1, 1985, approving their inclusion in the Medical Insurance Policy Renewal.

NOW THEREFORE BE IT RESOLVED by the City Council of Webster City, Iowa that the Work Agreement for the Iowa Association of Professional Fire Fighters Local #1940 for 1984-1985 and 1985-1986 fiscal years is hereby amended and the execution by the City Manager is hereby approved.

Passed and adopted this 19th day of August 1985.

  
Butch Weber, Mayor

ATTEST:   
Gerald K. Kent, City Clerk

Amendment to 1984-1985 Agreement Between  
the City of Webster City and the Iowa  
Association of Professional Fire Fighters  
Local #1940

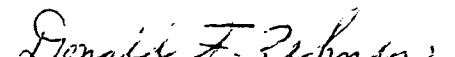
The City of Webster City and the Iowa Association of  
Professional Fire Fighters Local #1940 have agreed to the  
following changes in medical insurance:

- \* Comprehensive Plan - \$100 deductible (2 per family)  
and 80/20 co-insurance to \$2500 for all charges
- \* Total Care Program
- \* Self-audit of bills under \$15,000
- \* Home Health Agency Benefit - cap lifted to \$250,000  
over lifetime

CITY OF WEBSTER CITY, IOWA:

IOWA ASSOC. OF PROFESSIONAL  
FIRE FIGHTERS LOCAL #1940:

  
Gerald K. Kent, City Manager

  
Donald F. Zehner, Barg. Rep.

  
Mark A. Whaley, Barg. Rep.

DATED:

August 15, 1985

August 15, 1985

M E M O

TO: Personnel/Budget Director  
FROM: Fire Bargaining Unit  
DATE: August 9, 1985  
RE: Medical Insurance Policy Renewal

Please consider this statement proof of our acceptance of the proposed changes in our health insurance. We realize that these changes include:

- \* Comprehensive Plan (\$100 deductible and 80/20 co-insurance to \$2,500 for all charges)
- \* Total Care Program
- \* Self-audit of bills under \$15,000
- \* Home Health Agency Benefit - cap lifted to \$250,000 over lifetime

We are willing to enter the September 1, 1985 agreement with H.I.A.I. and consent to the changes.

Mark A. Whaley

Donald F. Zehner

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\_\_\_\_\_

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RESOLUTION NO. 83-12

APPROVING FIRE DEPARTMENT WORK AGREEMENT FOR 1983-1984  
AND APPROVING THE EXECUTION OF SAME BY THE CITY MANAGER

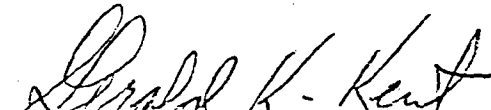
WHEREAS, after Collective Bargaining procedures, the City of Webster City Fire Union Local #1940 has executed a work agreement for the year 1983-1984 including the following pay increase and fringe benefits changes:

A base wage increase of 4% across the board, and adjusting vacation schedule to working shifts rather than calendar days.

NOW THEREFORE BE IT RESOLVED by the City Council of the City of Webster City, Iowa that the Work Agreement for Fire Union Local #1940 for the 1983-1984 fiscal year is hereby approved and the execution by the City Manager is hereby approved.

Passed and adopted this 10th day of January, 1983.

  
Butch Weber - Mayor

ATTEST:   
Gerald K. Kent - City Clerk

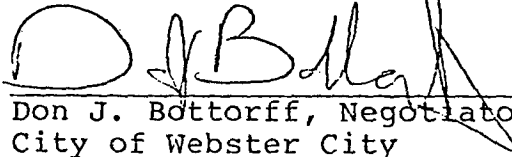
# TENTATIVE AGREEMENT

Subject to the approval of the Bargaining Unit and the City Council of Webster City, it is hereby tentatively agreed that for the 1983-84 fiscal year the members of the Fire Department within the Bargaining Unit will receive a 4% across the board wage increase. It is further tentatively agreed that the vacation schedule shall be revised as follows:

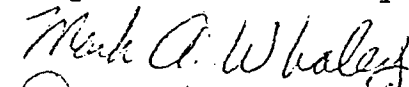
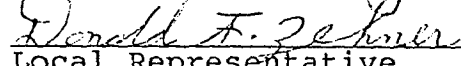
1 to 10 years	-	6 working shifts
11 to 20 years	-	9 working shifts
after 20 years	-	12 working shifts

All other monetary benefits including health insurance and other fringe benefits will remain unchanged.

Date: January 5, 1983

  
Don J. Bottorff, Negotiator  
City of Webster City

Date: January 5, 1983

  
  
Local Representative  
Fire Fighters Local #1940

Finally adopted and approved by the City Council of the City of Webster City, Iowa by Resolution No. 83-12 on January 10, 1983.

RESOLUTION NO. 265

APPROVING FIRE DEPARTMENT WORK AGREEMENT FOR  
1982-1983 AND AUTHORIZING THE CITY MANAGER TO  
EXECUTE THE SAME.

WHEREAS, after Collective Bargaining procedures, the City of Webster  
City Fire Union Local #1940 has executed a work agreement for the year  
1982-1983 including the following pay increase and fringe benefits changes:

A base wage increase of \$1,102.59 per year, which 7½%  
on the base of the entire City service, and an increase  
in the amount of life insurance provided by the City,  
from \$5,000.00 to \$10,000.00.

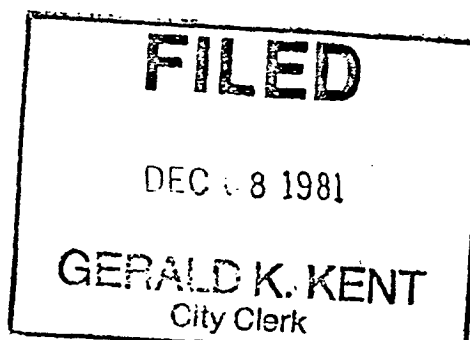
NOW THEREFORE BE IT RESOLVED by the City Council of the City of Webster  
City, Iowa, that the Work Agreement for Fire Union Local #1940, for the  
1982-1983 fiscal year is hereby approved and the City Manager is hereby  
authorized and directed to execute the same.

Passed and adopted this 7th day of December, 1981.

*Andrew J. Warland*

ATTEST:

*Gerald K. Kent*  
Gerald K. Kent, City Clerk



FIRE UNION LOCAL #1940

November 25, 1981

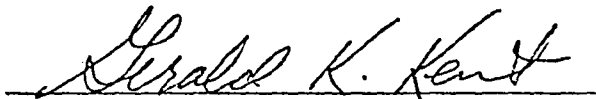
## WORK AGREEMENT THAT WILL BE EXCEPTIONS TO THE PERSONNEL MANUAL

The following shall be exceptions to the Personnel Manual and shall concern the Fire Department only:

We accept the proposal of the Fire Fighters Local #1940 that covers:

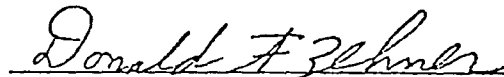
The City shall provide straight term life insurance coverage of ten thousand (10,000) dollars on each employee covered under the terms of this agreement.

Each full time employee shall receive a base increase of \$1,102.59 per year plus any approved step increases.



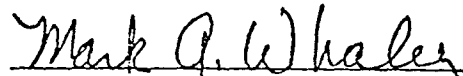
Acting City Manager

November 25, 1981



Local #1940 Representative

November 25, 1981



Local #1940 Representative

\*\* Subject to approval of the City Council.

RESOLUTION NO. 287

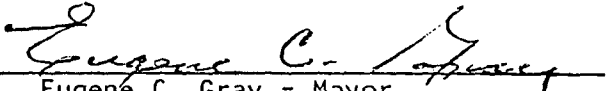
APPROVING FIRE DEPARTMENT WORK AGREEMENT FOR 1981-1982  
AND AUTHORIZING THE CITY MANAGER TO EXECUTE THE SAME.

WHEREAS, after collective bargaining procedures, the City of Webster City Fire Union Local #1940 has executed a work agreement for the year 1981-1982 including the following pay raise and exceptions to the Personnel Manual:

10% Base increase on wages, \$100.00 additional clothing allowance, \$4.00 per month for each year of longevity in service up to 22 years of service.

NOW THEREFORE BE IT RESOLVED by the City Council of the City of Webster City, Iowa that the Work Agreement for the Fire Department (Fire Union Local #1940) for 1981-1982 is hereby approved and the City Manager is hereby authorized and directed to execute the same.

Passed and adopted this 17th day of November, 1980.

  
Eugene C. Gray - Mayor

ATTEST:   
Gerald K. Kent - City Clerk



FIRE UNION LOCAL #1940

November 25, 1981

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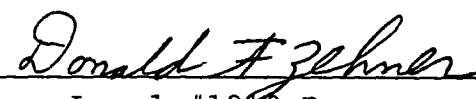
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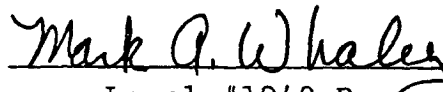
Acting City Manager

November 25, 1981



Local #1940 Representative

November 25, 1981



Local #1940 Representative

\*\* Subject to approval of the City Council.

November 10, 1980

FIRE UNION LOCAL #1940

WORK AGREEMENT THAT WILL BE EXCEPTIONS TO THE PERSONNEL MANUAL

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We accept the proposal of the Fire Fighters Local #1940 that covers:

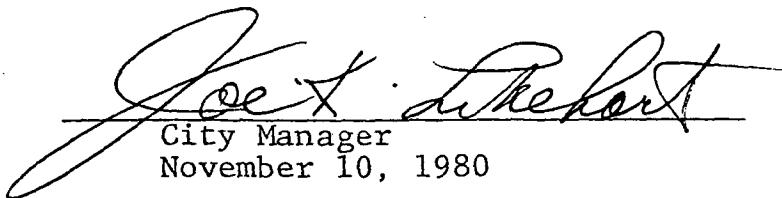
Item #2 in the original proposal dated October 27, 1980  
of \$100.00 additional clothing allowance.

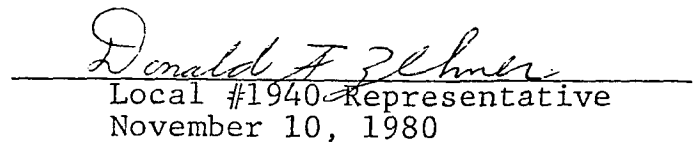
Item #8 \$4.00 a month for each year of longevity on annual  
anniversary date.

This monthly increase will stop at the Civil Service  
allowed retirement which is 22 years.

A 10% base increase on wages.

A pay plan will be incorporated into this agreement  
following Council approval.

  
City Manager  
November 10, 1980

  
Local #1940 Representative  
November 10, 1980

  
Local #1940 Representative

\*\* Subject to approval of the City Council.

M E M O

TO: City Council

DATE: November 13, 1980

FROM: Joe K. Lukehart, City Manager

RE: Fire Fighters  
Collective Bargaining Proposal

The Fire fighters contract as presented shows about a 11% increase overall. The percentage fluctuates as some go off the force or as another gains a year.

We feel the longevity is and should be given consideration to all city employees. This is the one we gain by having long time employees gaining the benefits.

All benefits to the fire union have been covered completely one way or another in contracts. In the future we will bargain benefits out of the contract if they want an increase in basic wages.

We feel it now is a judgement call each year on what out City wants in the fire and rescue area and what we can afford:

	<u>Present</u>	<u>Proposed</u>
Item #2 Clothing:	\$250.00	\$350.00
	This is administered by Fire Chief	

.06 %

	<u>Present</u>	<u>Proposed</u>
Item #3 Longevity:	\$20 - after 4 years	
	\$25 - after 8 years	
	\$30 - after 12 years	
	\$35 - after 16 years	
	\$40 - after 20 years	
		\$4.00 per month

1.4 %  
3.0 %

FIRE UNION LOCAL #1940  
WORK AGREEMENT AMENDMENTS

November 9, 1979

The following shall be amendments to the Personnel Manual and shall concern the Fire Department only:

ITEM #1: PAY

Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
11 Firefighter	951.25 (3.92)	985.22 (4.06)	1014.34 (4.18)	1053.17 (4.34)	1084.72 (4.47)
13 Lieutenant	1121.12 (4.62)	1169.65 (4.82)	1218.18 (5.02)		

ITEM #1: INSURANCE

The City shall pay \$371.00 per year of the cost of dependent medical insurance costs. City agrees to maintain the same level of coverage as the present Equitable coverage.

ITEM #2: STEPS

Commencing December 1, 1980 and each December hereafter, Firefighters shall be evaluated on their performance by the Chief. If such performance is satisfactory, the Firefighter shall receive a step effective the first full pay period in January. The determinants of satisfactory performance shall be reasonable by accepted firefighter standards.

Once the 5th Class Firefighter position is reached no further advancement will occur until a lieutenant opening occurs.

CITY COUNCIL MEETING, NOVEMBER 19, 1979

APPROVED FIRE DEPT WORK AGREE

It was moved by Balsley and seconded by Gray that the Fire Department Work Agreement for 1980-1981 providing 8% wage increases and 2% in fringe benefits increases is hereby approved and the City Manager is authorized to execute the same. ROLL CALL: Gray, Hemingway, Naden and Balsley voting aye.

# WORK AGREEMENT AMENDMENTS

The following shall be amendments to the Personnel Manual and shall concern the Fire Department only:

- X 1. Firefighters beginning his/her shift on a city recognized holiday shall receive an additional 8 hours pay at their normal overtime rate.
2. The city shall withhold from the check of each firefighter, (signing a deduction request form), an amount specified on the form. Monthly a check will be issued by the city remitting these withheld monies to the Union.
- X 3. A payment by warrant of \$250.00 (two-hundred and fifty dollars) for the purpose of uniform maintenance replacement and purchase. Payment of \$125.00 (one-hundred and twenty-five dollars) will be made twice yearly; once August 1st, the second payment December 1st.

The chief shall determine appropriate uniform requirements and the chief shall be the judge of uniform appearance. The chief may require the purchase or replacement of uniform items he deems necessary. Should any member of the department refuse such an order it shall be cause for immediate dismissal.

4. Pay:	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Grade					
11 Firefighter	880.00 (3.63)	912.43 (3.76)	939.12 (3.87)	975.52 (4.02)	1004.64 (4.14)
13 Lieutenant	1038.61 (4.28)	1067.73 (4.40)	1096.85 (4.52)	1128.40 (4.65)	1157.52 (4.77)

## LONGEVITY:

July 1, 1978

- X \$20 after 4 years, \$25 after 8 years, \$30 after 12 years, \$35 after 16 years, \$40 after 20 years.

## NOTE:

- ✓ Firefighter hourly wages are calculated by dividing the annual wage by 2912 hours.
- Firefighter overtime wages are to be calculated at double times their hourly rate based on a 56 hour week.

## 978-1979 CHANGES

- X 1. 7% wage increase
- X 2. Four (4) weeks vacation after twenty (20) years service.
- X 3. EMT training expense for men who have not received it. The time this training will occur shall be at the City's discretion.
- X 4. No longer requires vacation to start Sunday's.

Contract for fine:

Holidays - paid for

Holiday reg. + Holiday  
observed - O.T. for both?

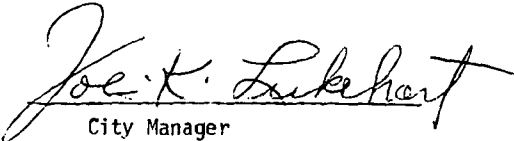
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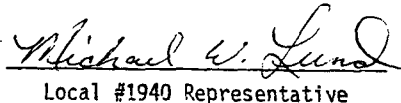
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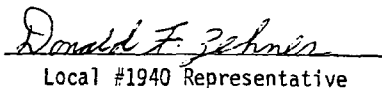
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4. Pay:	STEP	STEP	STEP	STEP	STEP
Grade	1	2	3	4	5
11 Firefighter	880.00 (3.63)	912.43 (3.76)	939.12 (3.87)	975.52 (4.02)	1004.64 (4.14)
13 Lieutenant	1038.61 (4.28)	1067.73 (4.40)	1096.85 (4.52)	1128.40 (4.65)	1157.52 (4.77)

These contract negotiations were based on the mandate of the President of the United States to use 7% as a guide for increases in employees wages.

  
City Manager

  
Local #1940 Representative

  
Local #1940 Representative

\* Subject to Approval by the City Council



1977-78  
year

12/7/76

FIRE DEPARTMENT

Council action of Monday, December 6, 1976:

5% on base wages	\$ 2,847.50
2 Hour Minimum Call Back	<u>1,100.00</u>
Total Wages	\$ 3,947.50
Present Wage	56,950.00
% Increase	6.9%

Accumulated Sick Pay - 25% of 120 days pay out at retirement	
\$5,000 term life insurance (6 x \$60)	\$ 360.00
\$100 increase in clothing (6 x 100)	<u>600.00</u>
	\$ 960.00

Non Wage Percent 1.7%

Total Percent Increase 8.6%

Council authorized a step increase per man:

6 men move 1 step \$1,976.00

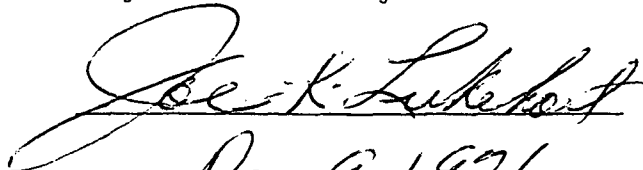
% Increase 3.5%

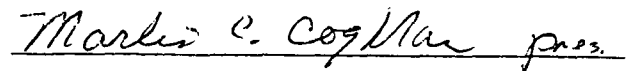
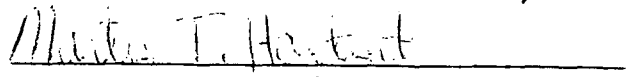

Total Wage and Non Wage  
Items 12.1%

Effective July 4, 1977.

Webster City Professional Firefighters Association Local 1940

City of Webster City

  
Dec 9, 1976

January 25, 1978

FIRE DEPARTMENT WAGES 1976 - 1977

Wages Given (Not bargained for)

1. Average salary of union firefighter in June 1976 = \$8,676 a year.
2. Increase granted effective July 1, 1976 - \$700.00
3. Increase in wages amounts to 8.07% in yearly salary.

# FIRE DEPARTMENT

Council action of Monday, December 6, 1976:

5% on base wages \$ 2,847.50  
 ✓ 2 Hour Minimum Call Back 1,100.00

July 1, 1977

Total Wages \$ 3,947.50  
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 ✓ \$5,000 term life insurance (6 x \$60) \$ 360.00  
 ✓ \$100 increase in clothing (6 x 100) 600.00  
 \$ 960.00

~~Non-Wage Percent~~ ~~1.7%~~

## ITEM #1: PAY

PRESENT  
 SCALES  
 JULY 1, 1980

Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
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Once the 5th Class Firefighter position is reached no further advancement will occur until a lieutenant opening occurs.

One unsatisfactory performance review will result in the employee being placed on probation for a period of one year. Two consecutive unsatisfactory reviews will result in dismissal. No step will be granted for unsatisfactory reviews.

*[Signature]*  
 City Manager 11/20/79

*[Signature]*  
 Local #1940 Representative

## BRIEF HISTORY OF COMMUNICATIONS WITH FIRE DEPARTMENT

October 20, 1975	Original letter to City Council
October 29, 1975	Original meeting in City Manager's office. General conversation on collective bargaining.
November 3, 1975	Fire representatives presented "Stipulation of Bargaining Unit" with firefighters, lieutenants and Assistant Chief. City Manager stated they rejected Assistant Chief. Secretary Ann Smith retyped petition with Assistant Chief omitted. Conversation so far has been informal. Petition attached.
November 12, 1975	Fire definitely wants to be recognized but City Manager wants more information from legal representative.
November 20, 1975	Tungesvik in alone. City Manager told him outside of a percentage increase for all city employees that would be all he could informally agree to. Non-economic requests would be between department head and himself. Tungesvik requested the City Council rule on firefighters demand. Next Council meeting December 1, 1975.
December 2, 1975	Meeting at call of City Manager. Present were:  Merlyn Tungesvik - Fire Richard Seiser - Fire Don Bottorff - Attorney Joe Lukehart - City Manager Jack Roe - Police  Joe gave a summary of Council's feeling, which was to get all employees into one unit. Fire said they would not accept one unit, wanted to bargain alone. Fire didn't approve, in general, of a Public Safety Unit. Fire will present a letter on their feelings.
December 15, 1975 3:45	Merlyn Tungesvik in. Joe Lukehart told him he would ask Council for decision on Fire request to be recognized. Joe is sending a study report to Council.
December 17, 1975 10:00 a.m.	Hand delivered copy of Council's resolution denying the recognition of Fire Fighters Bargaining Unit.
January 2, 1976	Richard Seiser, Fire, hand delivered a request to have new Council review the resolution on not recognizing Fire Fighters in a single bargaining unit. Note: 3 of 5 are new council members.
January 5, 1976	Council meeting reaffirmed City's desire for one City employee bargaining unit. (Sent to Tungesvik and Seiser.)
February 11, 1976	Fire representatives in. Told them of Council's wish for Public Safety, ie Fire & Police. Fire is concerned they are in a minority in unit and would have no voice. Fire did say finally they would go for a safety unit if they did have a voice in it. Joe told them (fire) the Police had rejected a Safety Unit.